

HQ U.S. Air Force Academy

Integrity - Service - Excellence

Fall 2003 Superintendent's Preparatory School Climate Survey



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Overview

- **Survey development and administration process**
- **Results**
 - **Gender**
 - **Discrimination against Majority (Reverse discrimination)**
 - **Race**
 - **Fear of Reprisal**
 - **Intercollegiate Status**
 - **Alcohol-related behavior**
 - **Toleration of violations**
 - **Trust and confidence in USAFA and Prep School leadership**
 - **Perceptions of safety**
 - **Trust and confidence in sexual assault respondents**
 - **Knowledge of sexual assault reporting procedures and reasons for not reporting**
- **Conclusions and Way Ahead**



Prep School Survey Development and Administration

- **USAFA Fall 2003 Superintendent's Cadet Social Climate Survey items utilized for development of Prep School Survey**
- **External reviews received from:**
 - **Air Force Personnel Center**
 - **Defense Manpower Data Center**
 - **Denver Rape Assistance and Awareness Program**
 - **SECAF, SAF/GC, SAF/MRM**
- **Item wording revised to refer to Preparatory School**
- **Preparatory School survey internally reviewed by:**
 - **HQ USAFA/XPR**
 - **HQ USAFA/JA**
- **Administered to the Cadet Candidate Group on 4 Sep 03 (Paper/Pencil)**
- **Participation was voluntary**



- *Note: The number of women in the sample exceeds the number in the Cadet Candidate Group based on statistics provided by XPR and the Prep School.**

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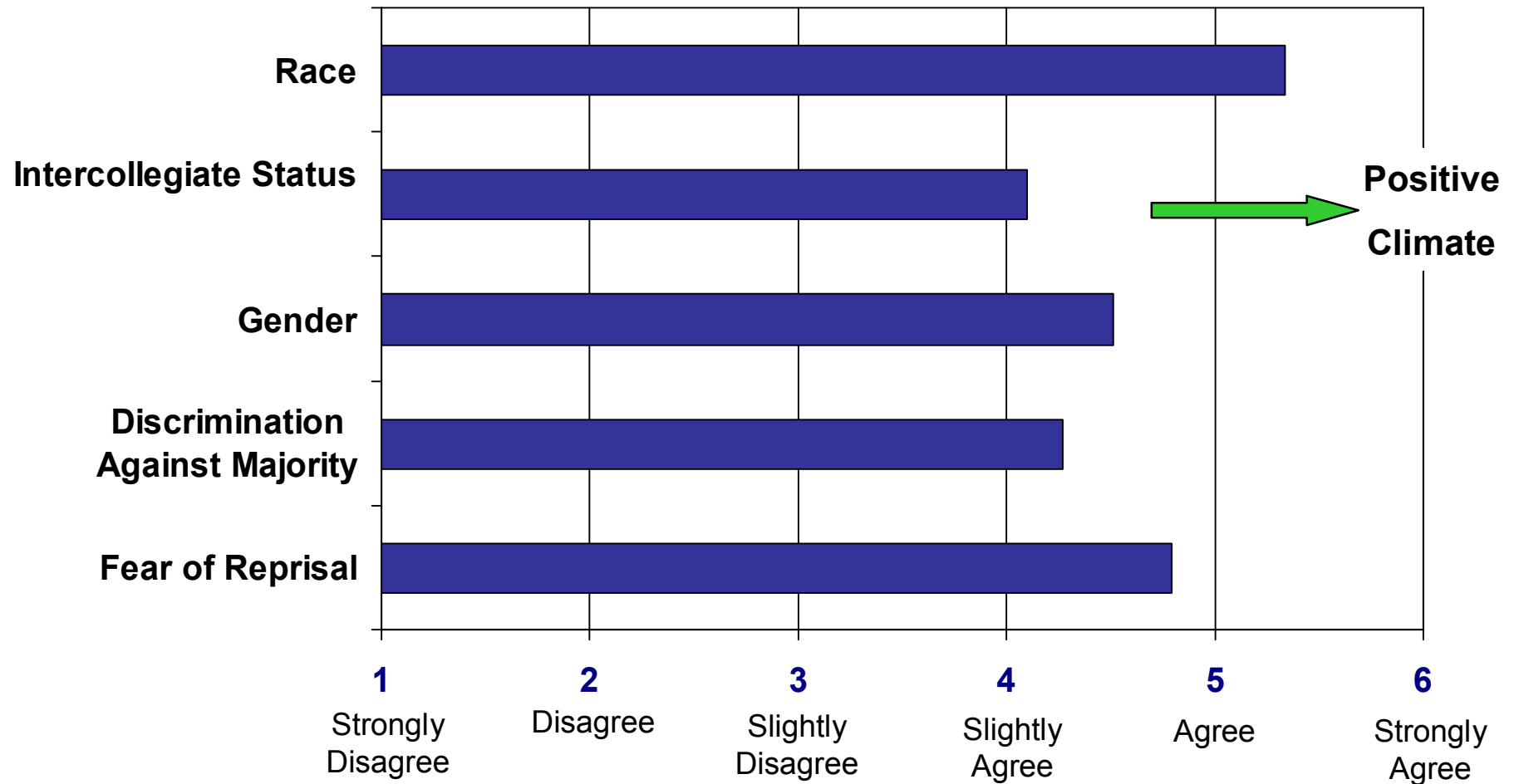


Relative Demographics

	<u>Respondents</u>	<u>Cadet</u> <u>Candidate Group</u>
■ Women	19%	16%
■ Racial/Ethnic Minority	59	48
■ Student Athlete	60	38

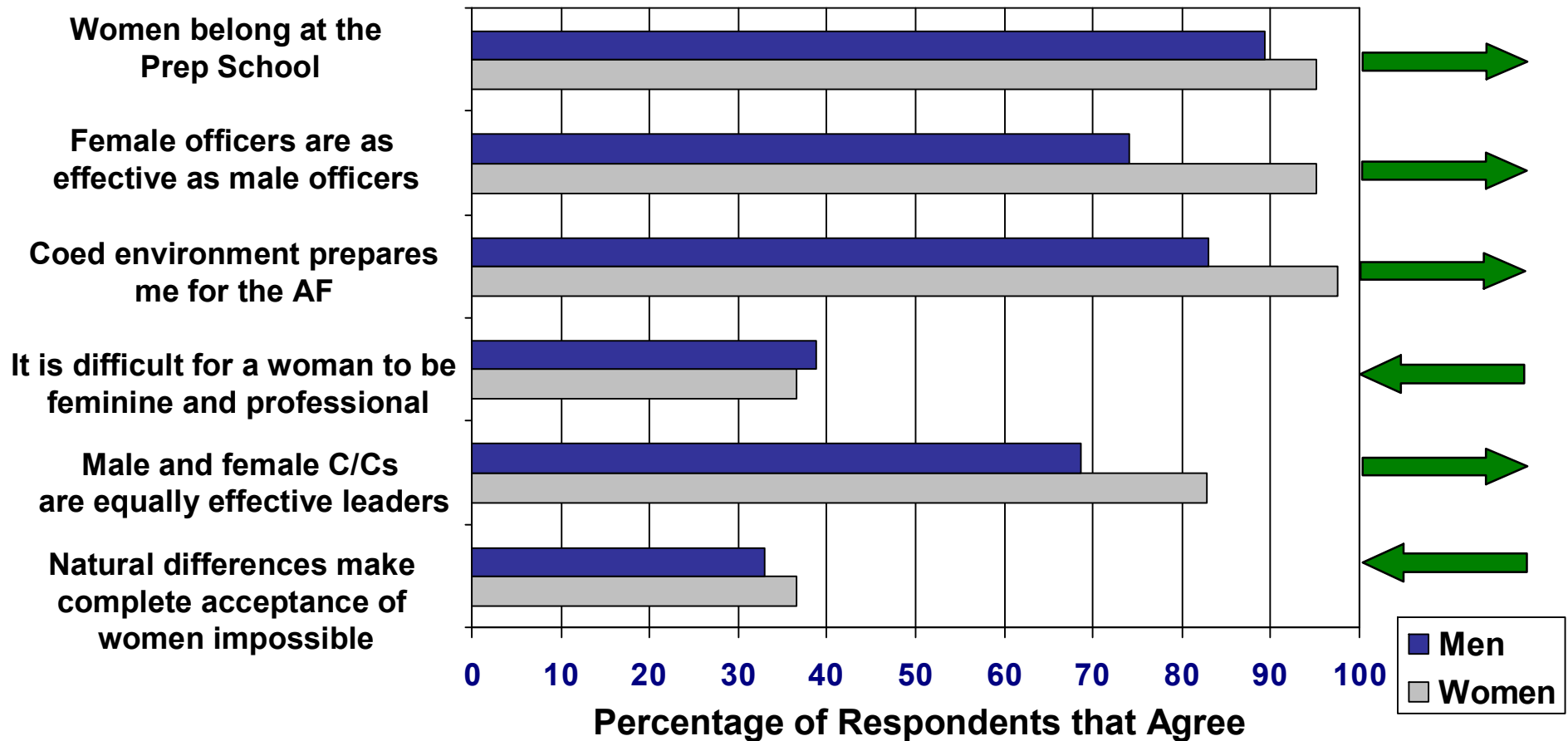


Means of Aggregated Climate Factors



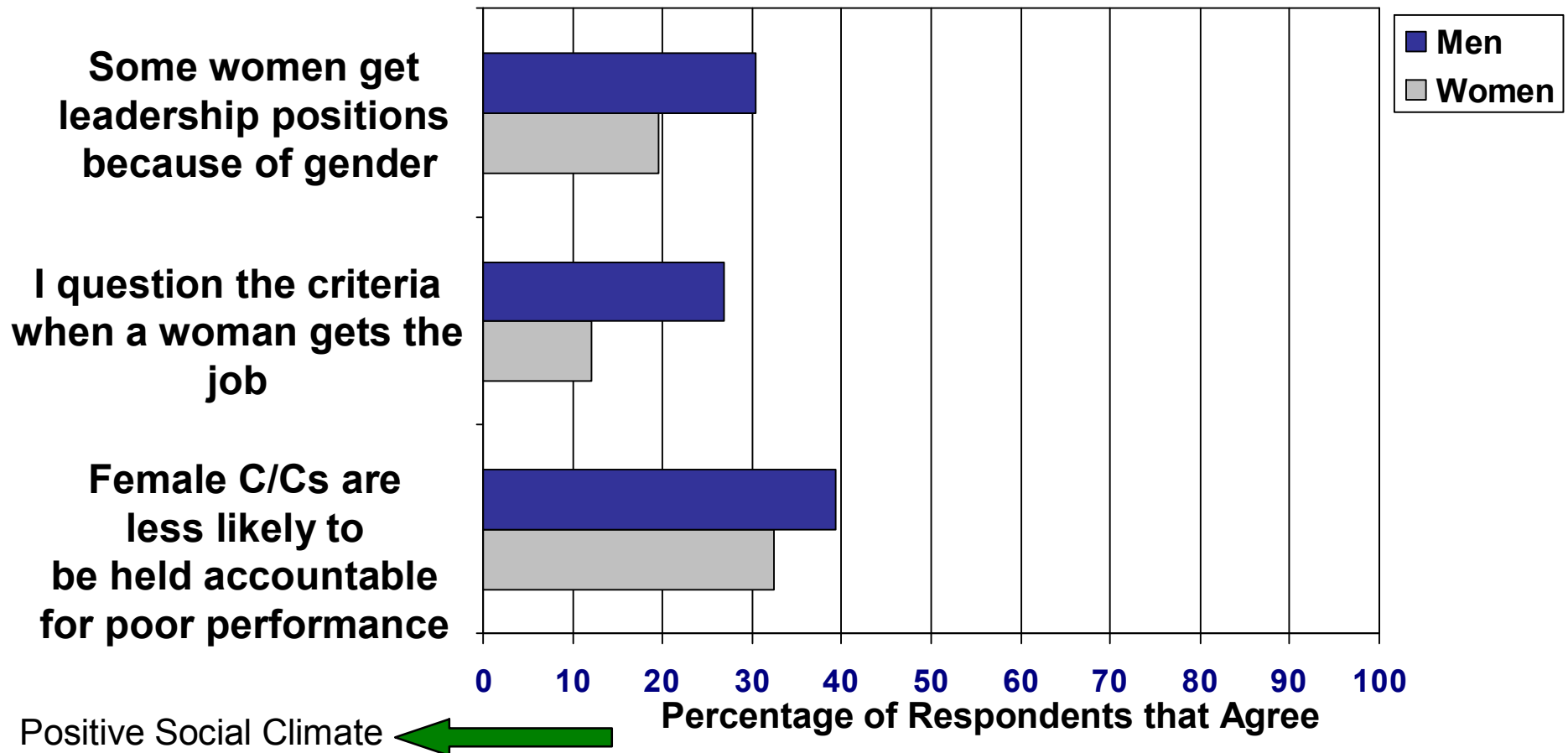


Gender Subscale Items by Gender





Discrimination Against Majority Items by Gender



- Some Cadet Candidates believe women receive preferential treatment



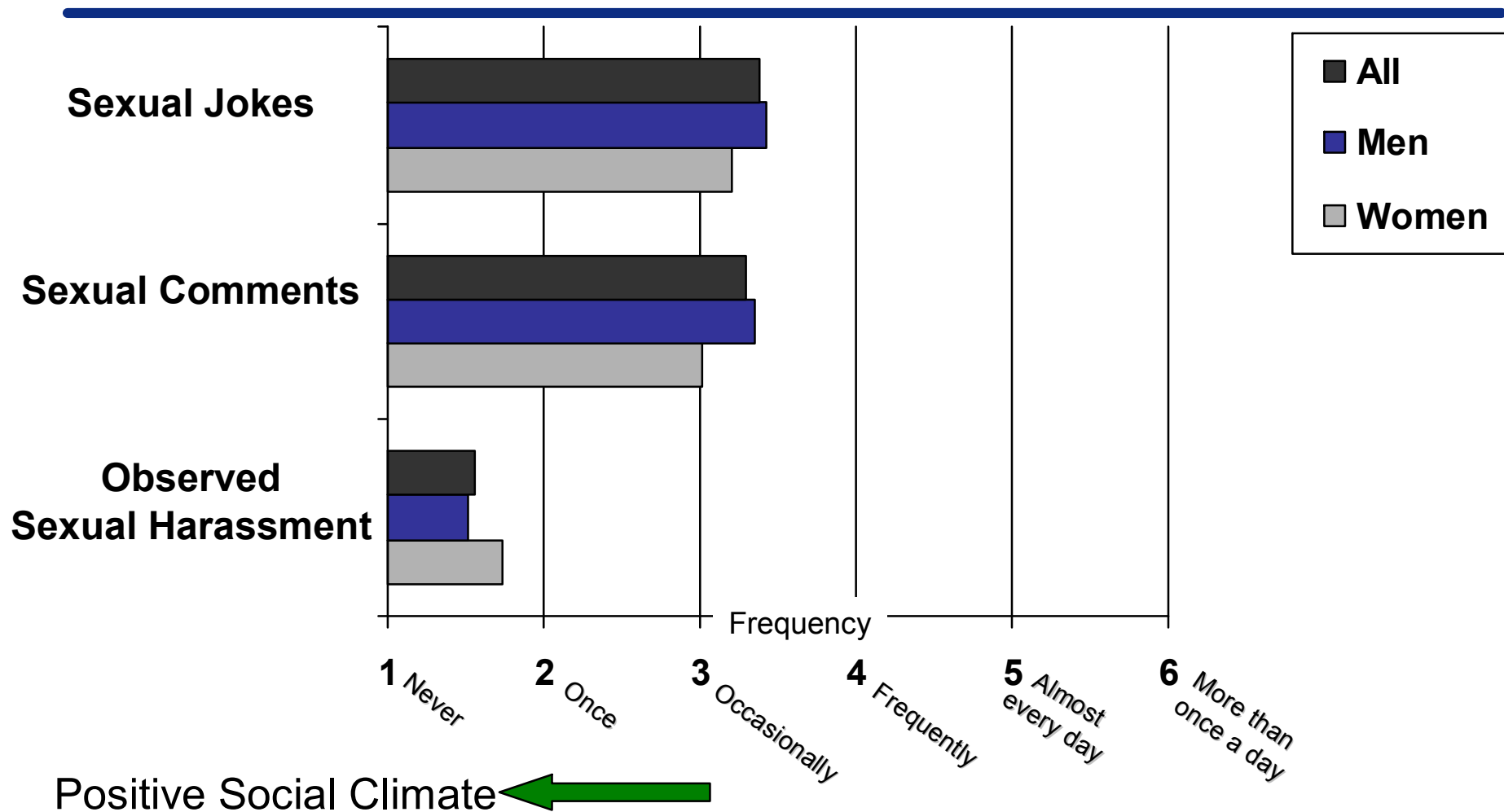
Summary of Findings regarding Gender Attitudes

- 11% of male cadet candidates believe women do not belong at the Preparatory School
- 26% of male cadet candidates believe female officers are less effective than male officers
- Approximately 38% of both male and female cadet candidates believe that women cannot be feminine and professional and that natural differences between men and women make complete acceptance of women impossible

- Some male cadet candidates have negative attitudes toward women at the Prep School
- Even female cadet candidates struggle with the idea of women in leadership roles

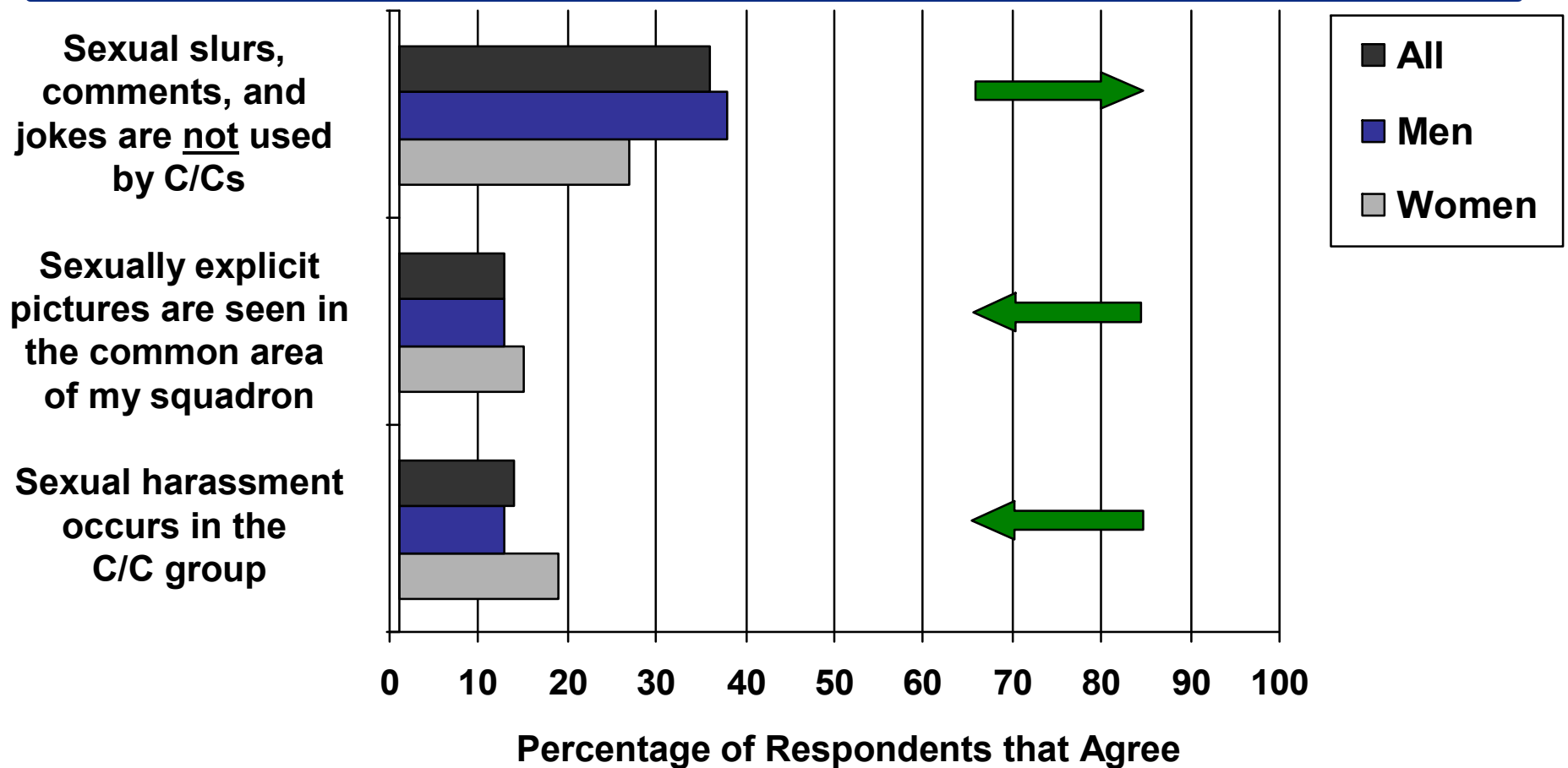


Frequency of Sexual Jokes/Comments and Observed Sexual Harassment





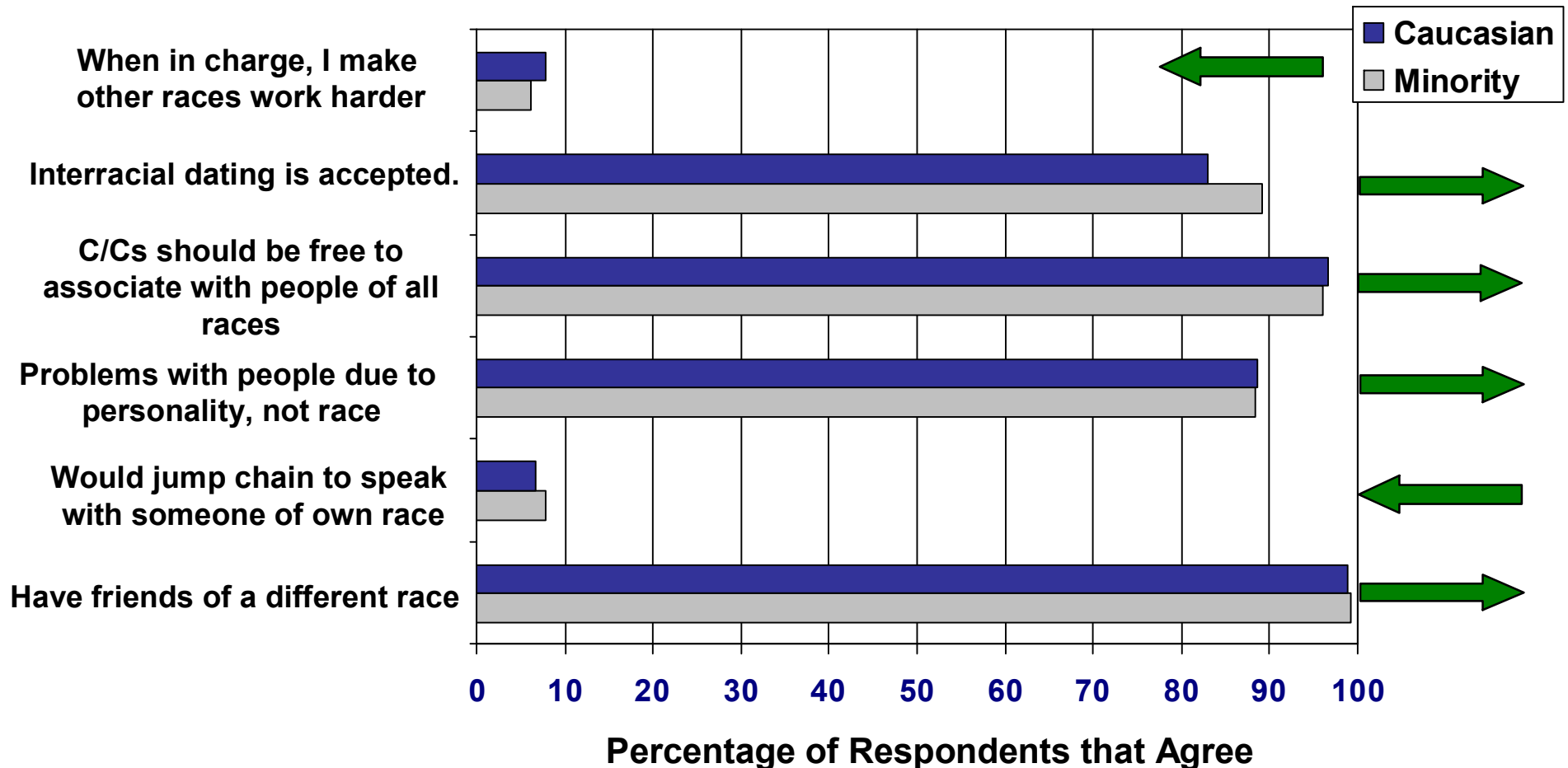
Sexually-Related Slurs, Pictures, and Sexual Harassment



- Level of agreement mirrors frequency of incidents



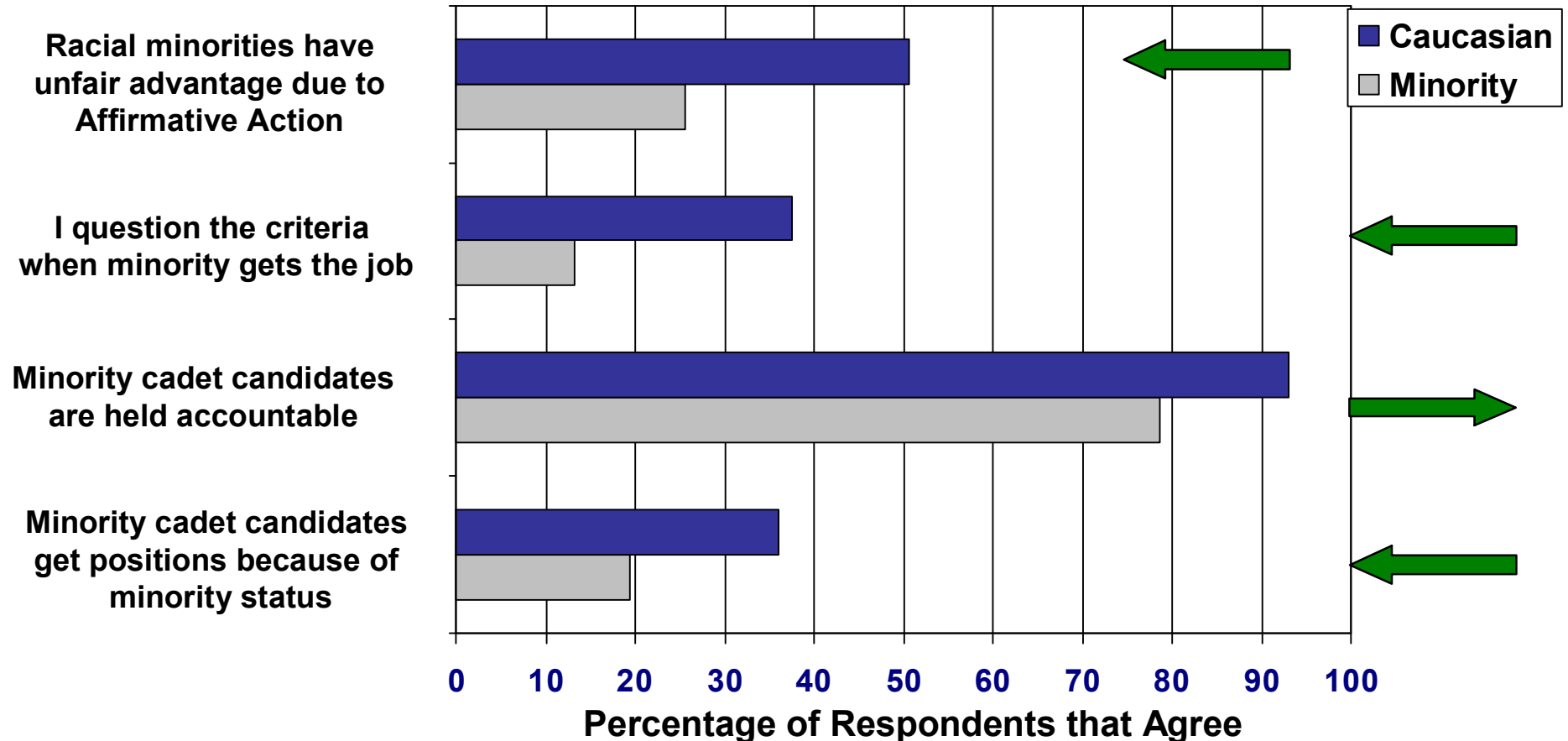
Race Subscale Items by Minority Status



- Positive race climate at the Prep School



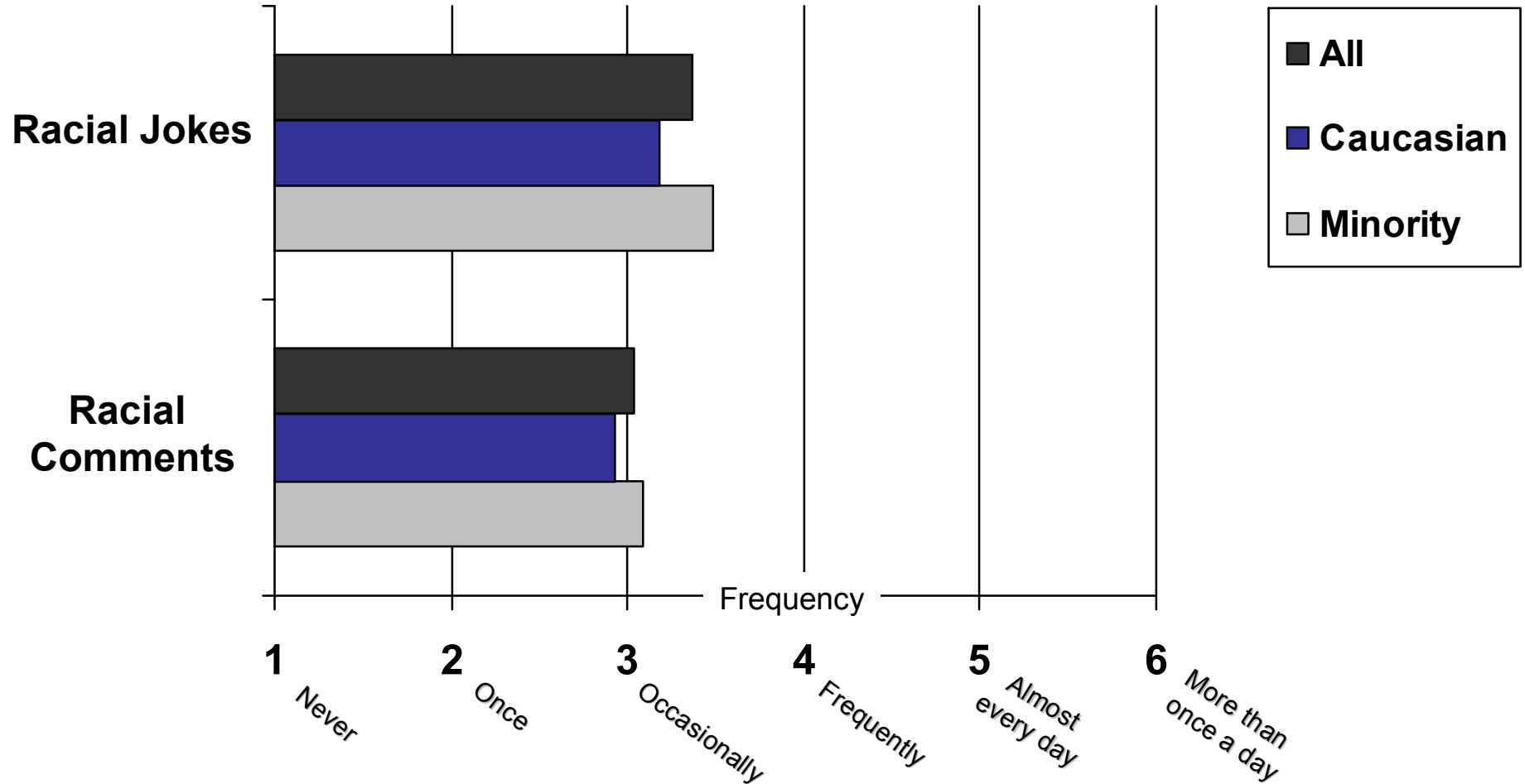
Discrimination Against Majority Items by Minority Status



- Despite positive race climate, some differences in perceptions exist



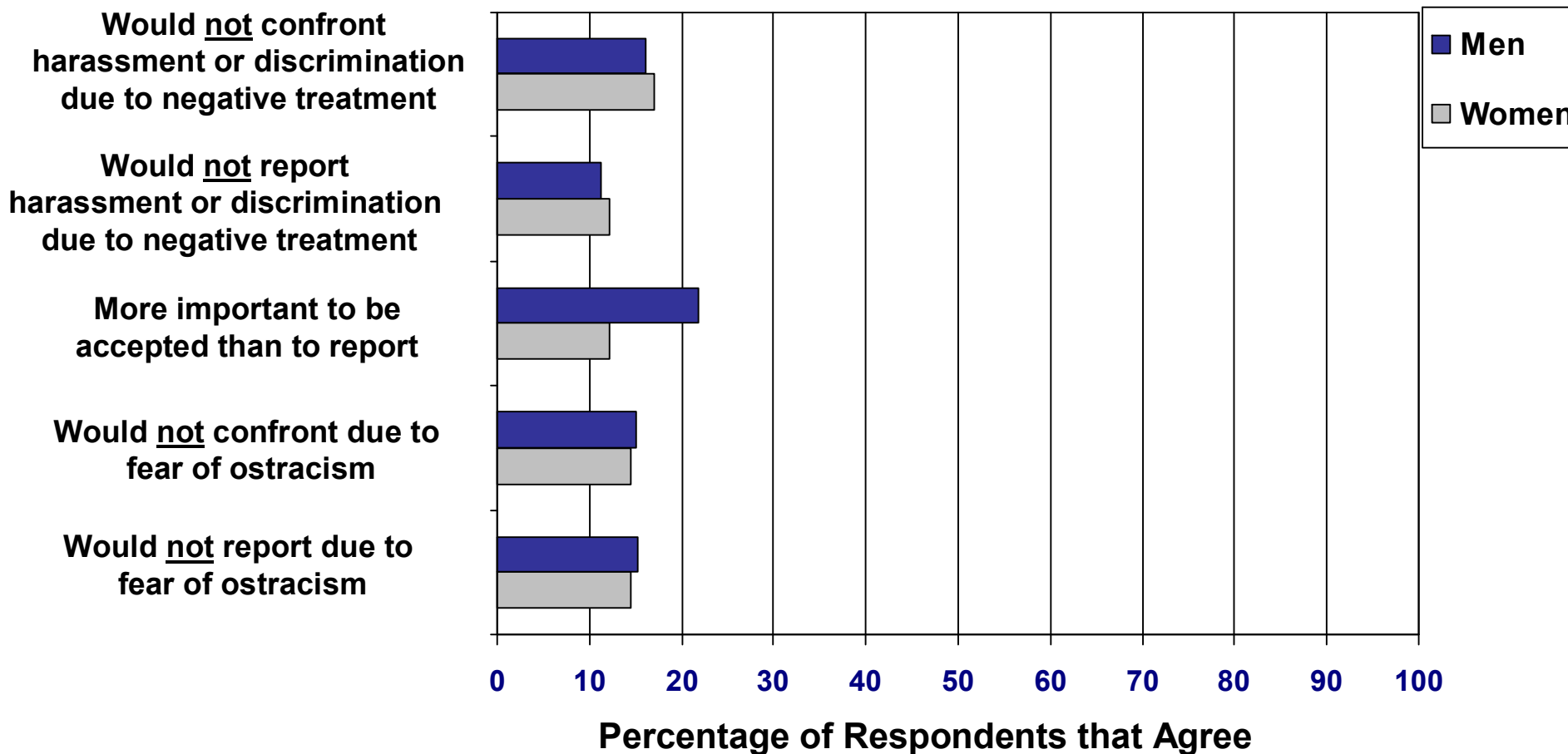
Frequency of Racial Jokes and Comments



Positive Social Climate ←



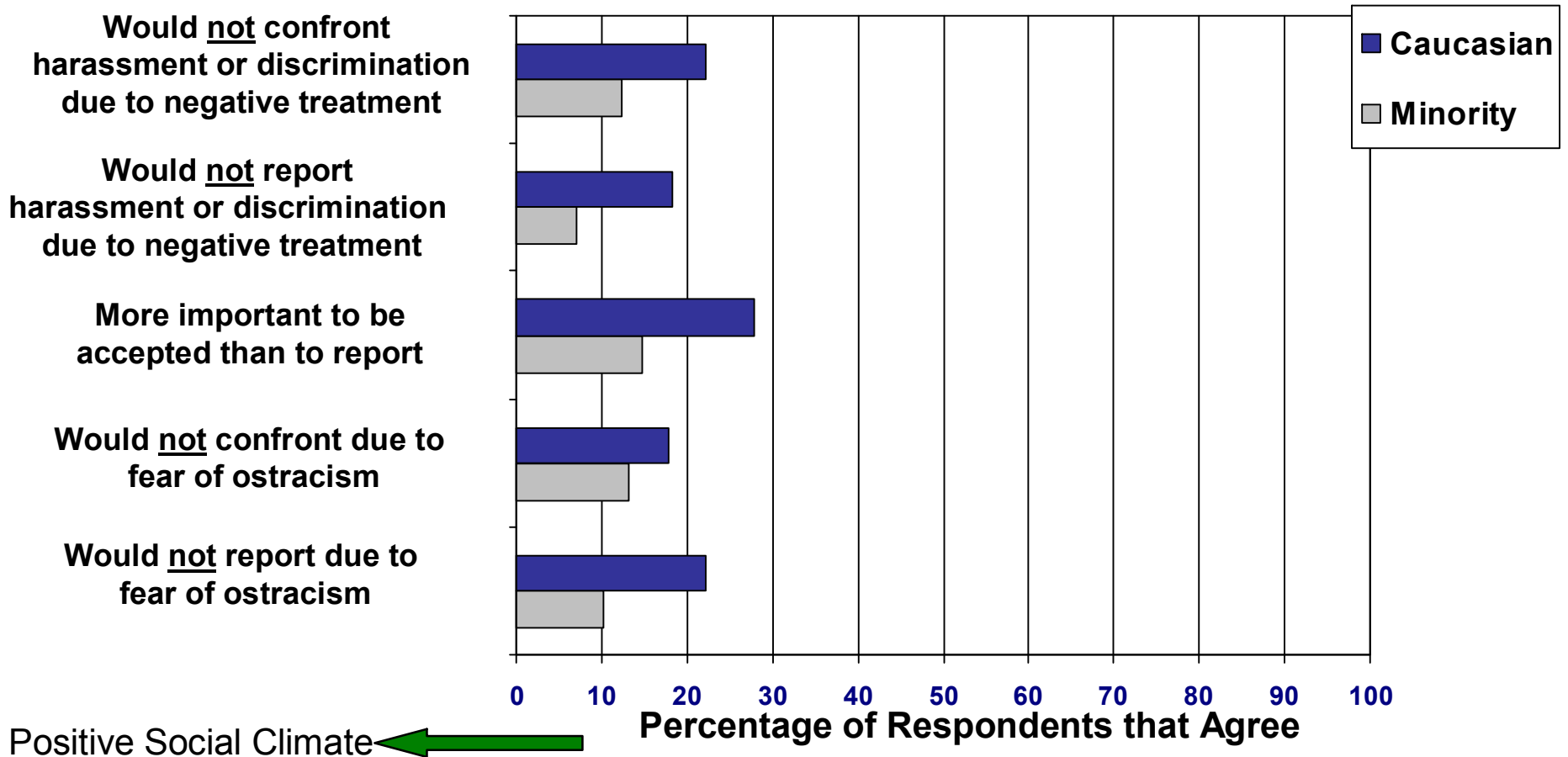
Fear of Reprisal Subscale Items by Gender



Positive Social Climate ←



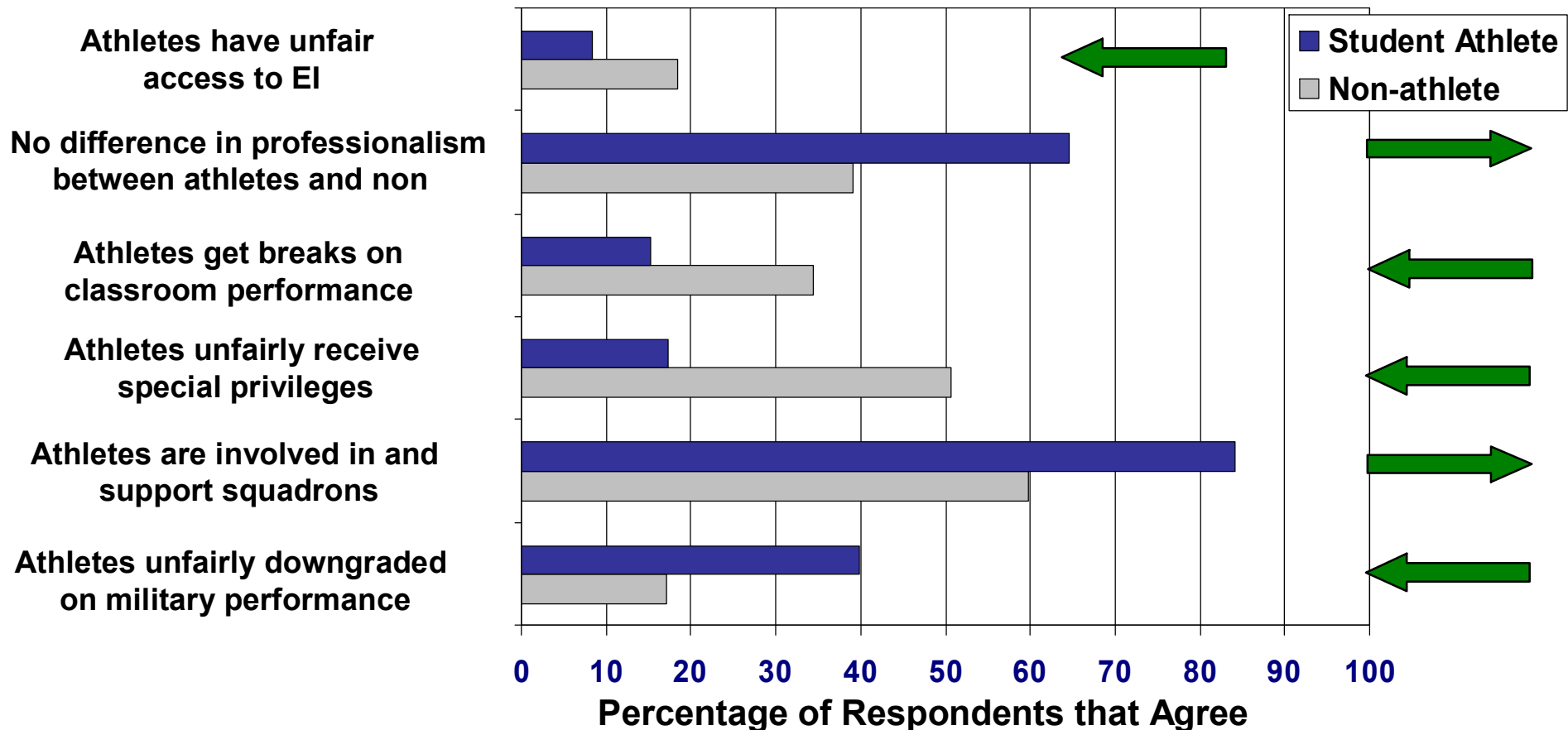
Fear of Reprisal Subscale Items by Minority Status



- Caucasian C/Cs report greater concern about reprisal



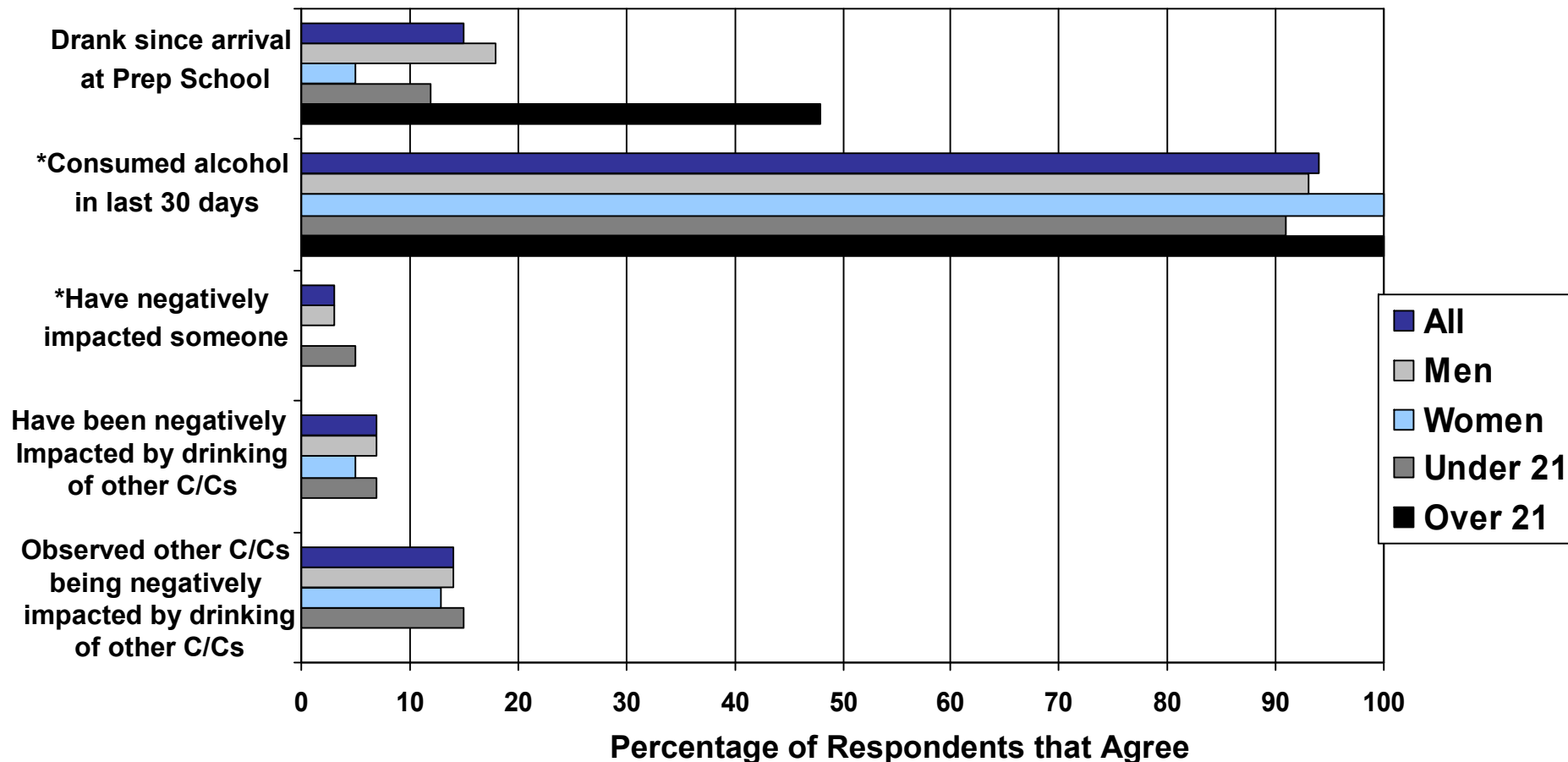
Student Athlete Subscale Items by Athlete Status



- Non-athletes believe special treatment is given to athletes



Alcohol Outcomes Comparison by Age and Gender

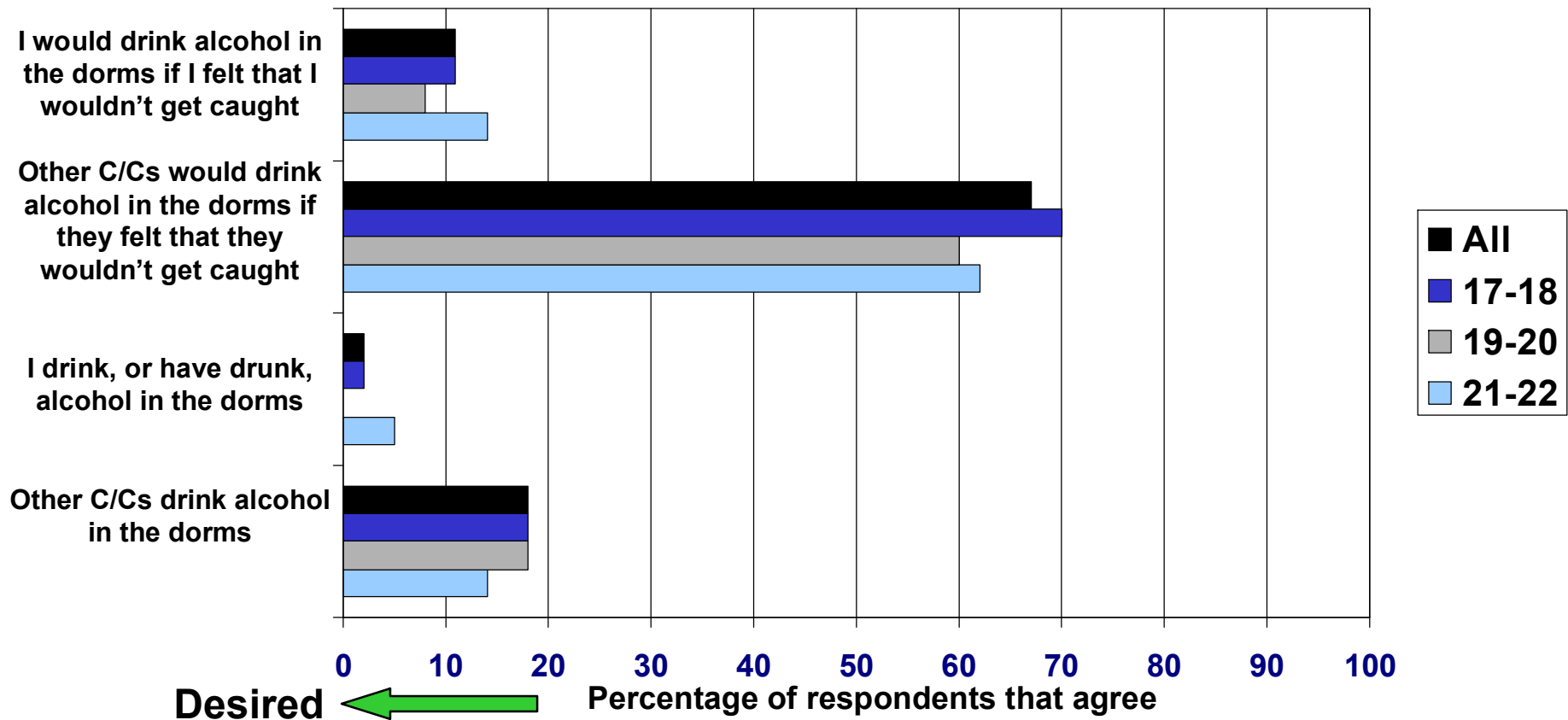


Note: Negatively impacted examples include awakening someone, disrupted study, hurting or assaulting someone, etc.

*Percentages for these items are a percentage of C/Cs who drank alcohol since they came to the Prep School.



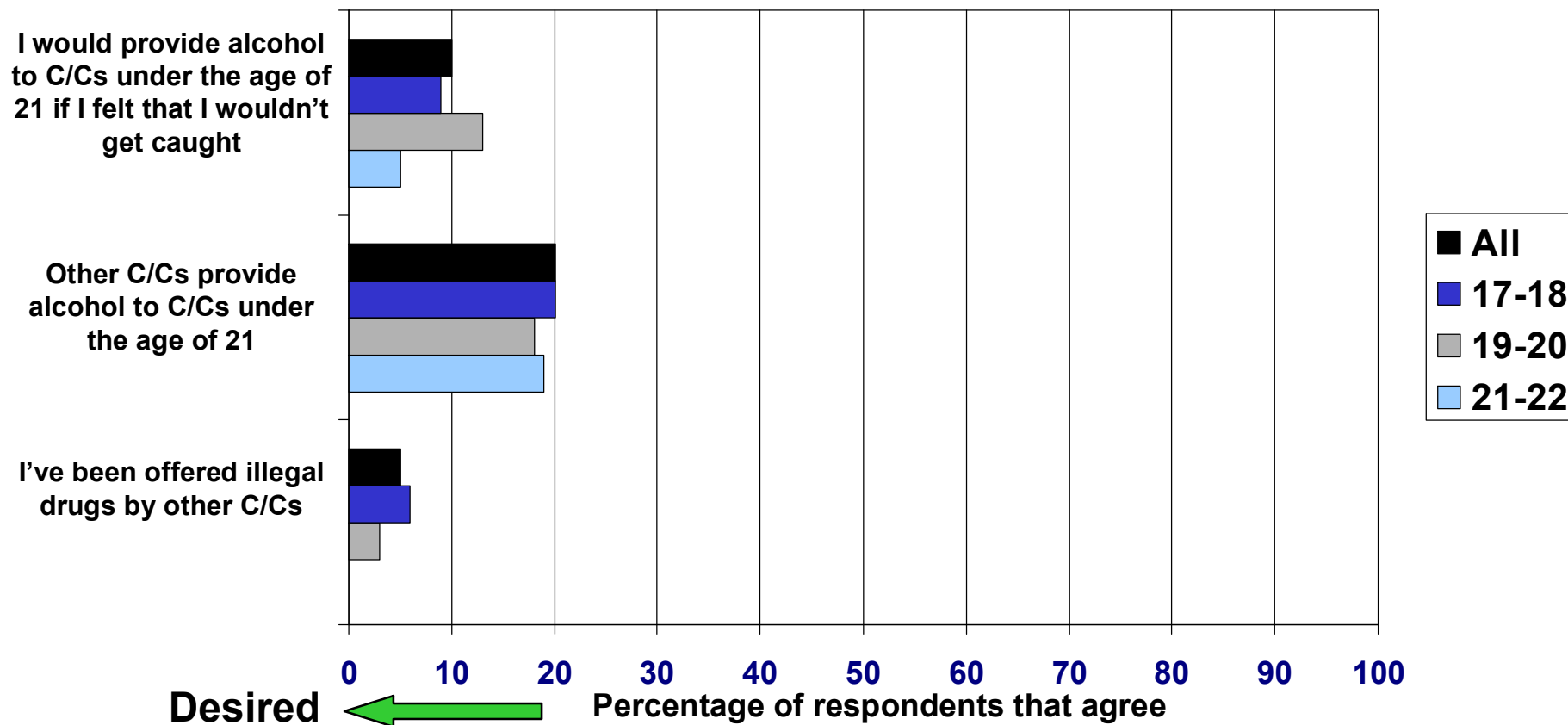
Alcohol in the Prep School Dorms



- Perception of others' intentions outpaces self-reporting



Availability of Alcohol and Illegal Drugs



- Perception of activity outpaces self-reporting
- 5% of C/Cs offered illegal drugs by other C/Cs

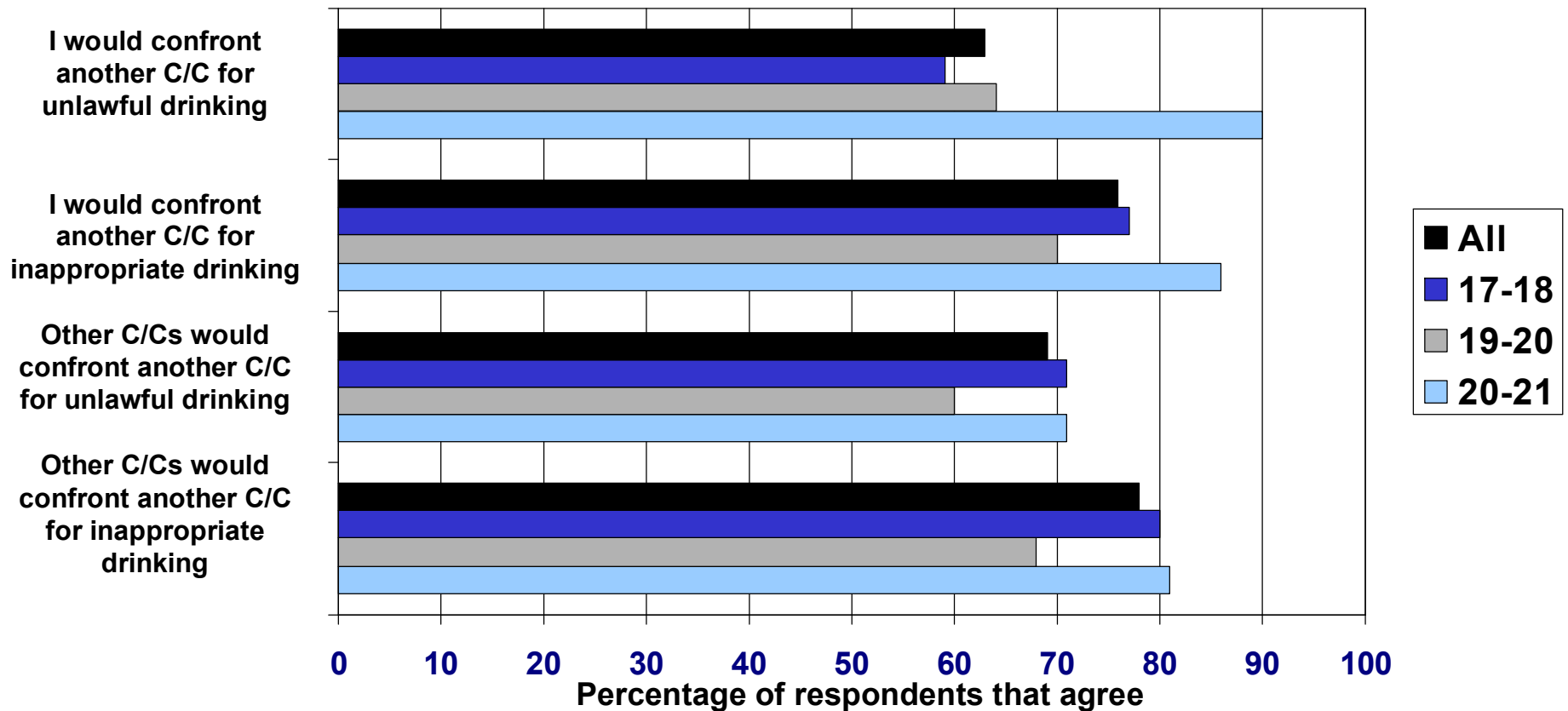


Summary of Findings Regarding Alcohol Outcomes (Prep School)

- C/Cs self-reported 12% underage drinking rate
- Although few C/Cs report that they have negatively impacted others, a larger number of C/Cs report that other C/Cs have negatively impacted them
- C/Cs' perceptions of others' drinking behavior is exaggerated when compared to self-reports
- These perceptions may lead C/Cs to behave in ways that seem consistent with the social norm surrounding alcohol use



Confronting Problem Drinking by Age



*Unlawful Drinking (e.g., drinking under age)

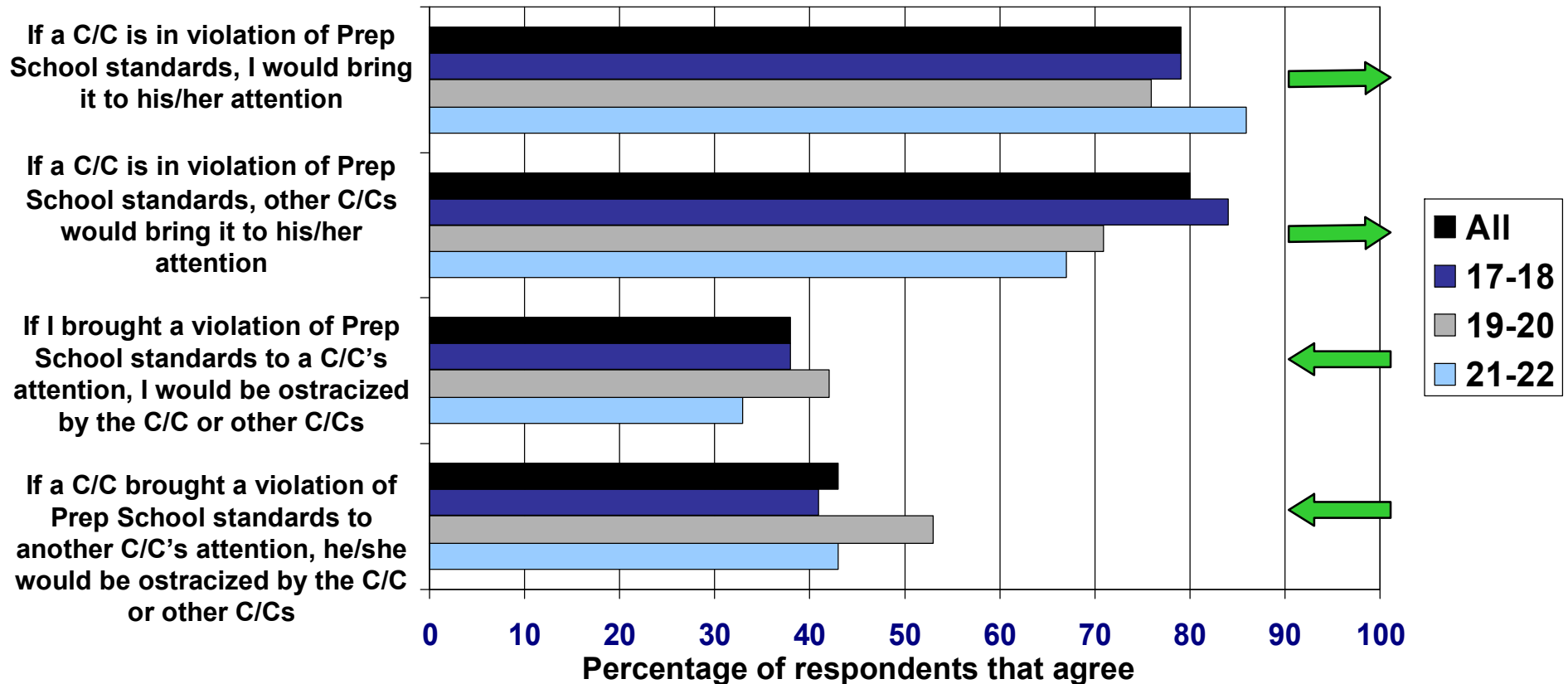
**Inappropriate Drinking (e.g., drinking in the dorms)

➔ Desired

- Older C/Cs report greater intent to confront



Condonation of Violations of Prep School Standards

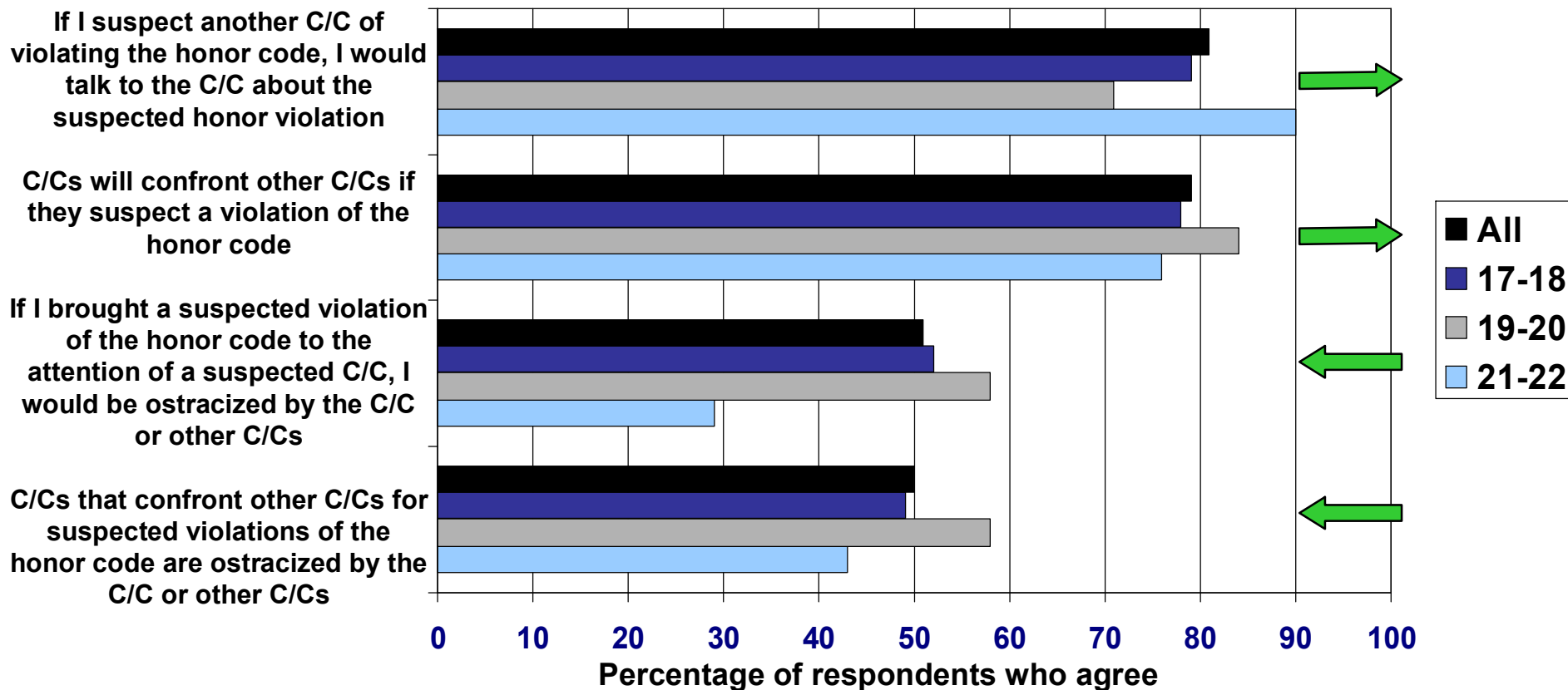


*Violation of Standards (e.g. hair length/color/style, uniform, hands in uniform pockets, etc.)

- Despite concerns about ostracism, most C/Cs say they would confront others who violate standards



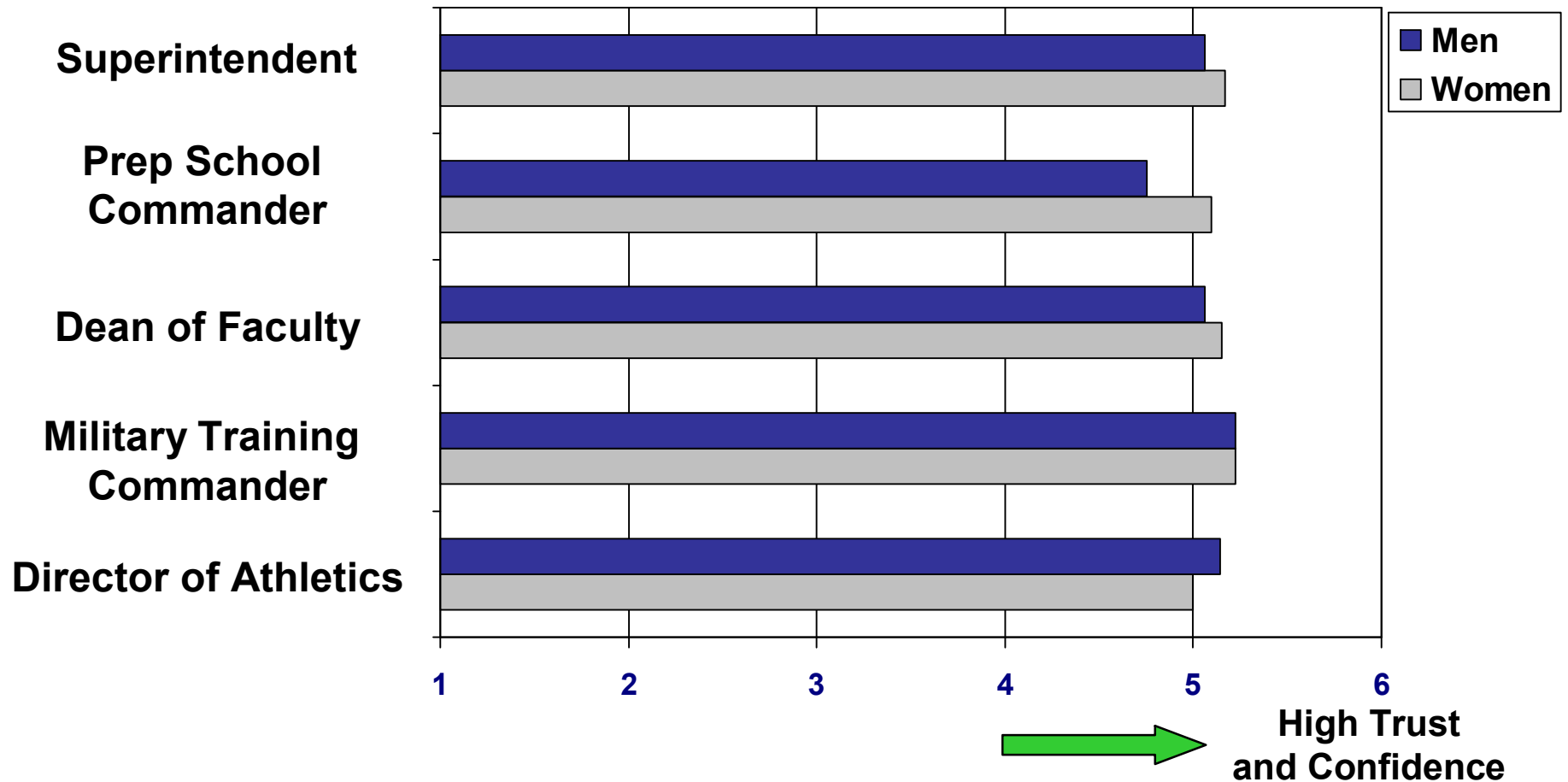
Toleration of Suspected Honor Code Violations



- Older C/Cs report greater intention to confront honor violations and less concern about ostracism



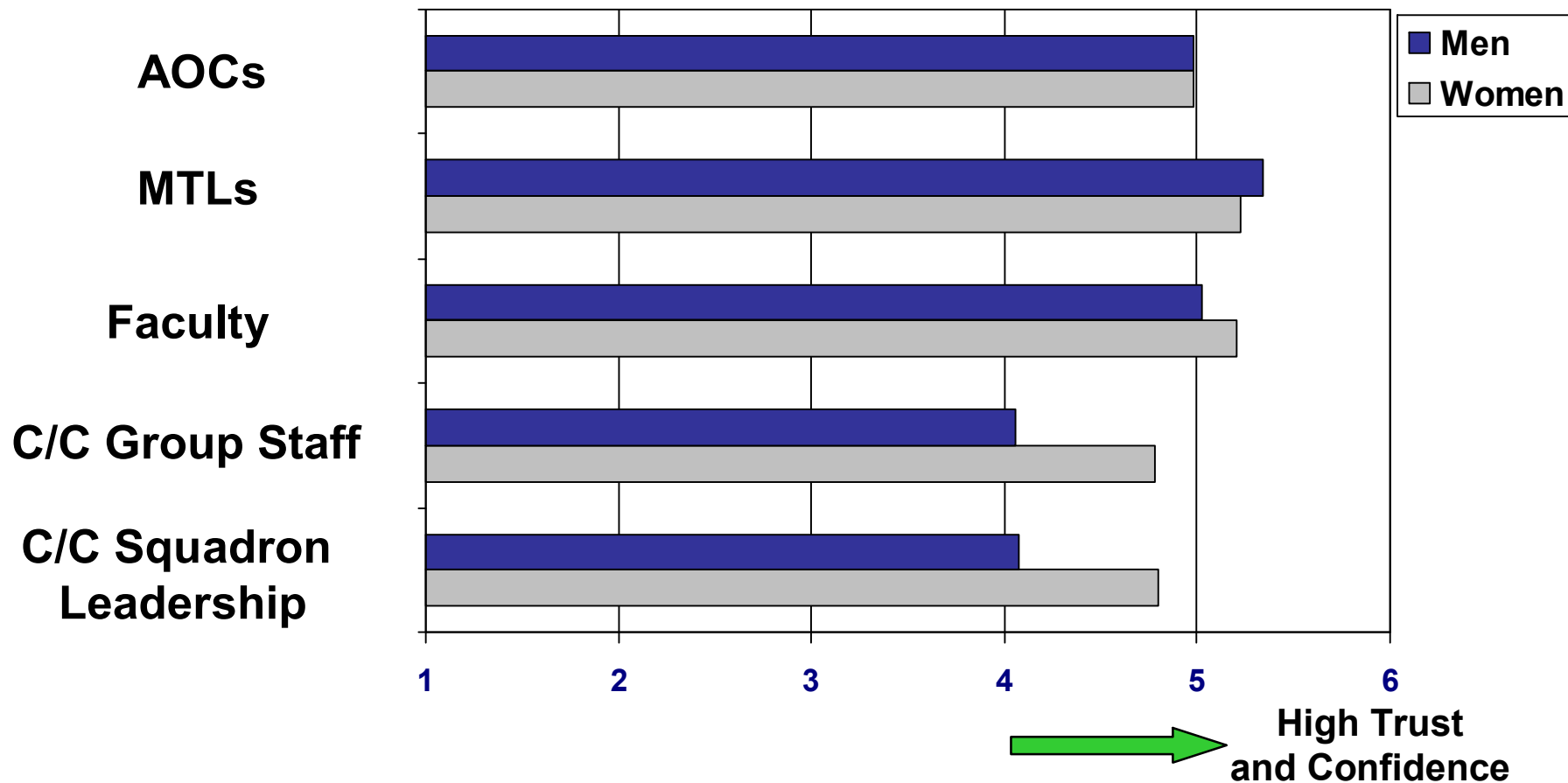
Trust and Confidence in Prep School Leadership by Gender



- C/Cs express strong trust and confidence in their leaders



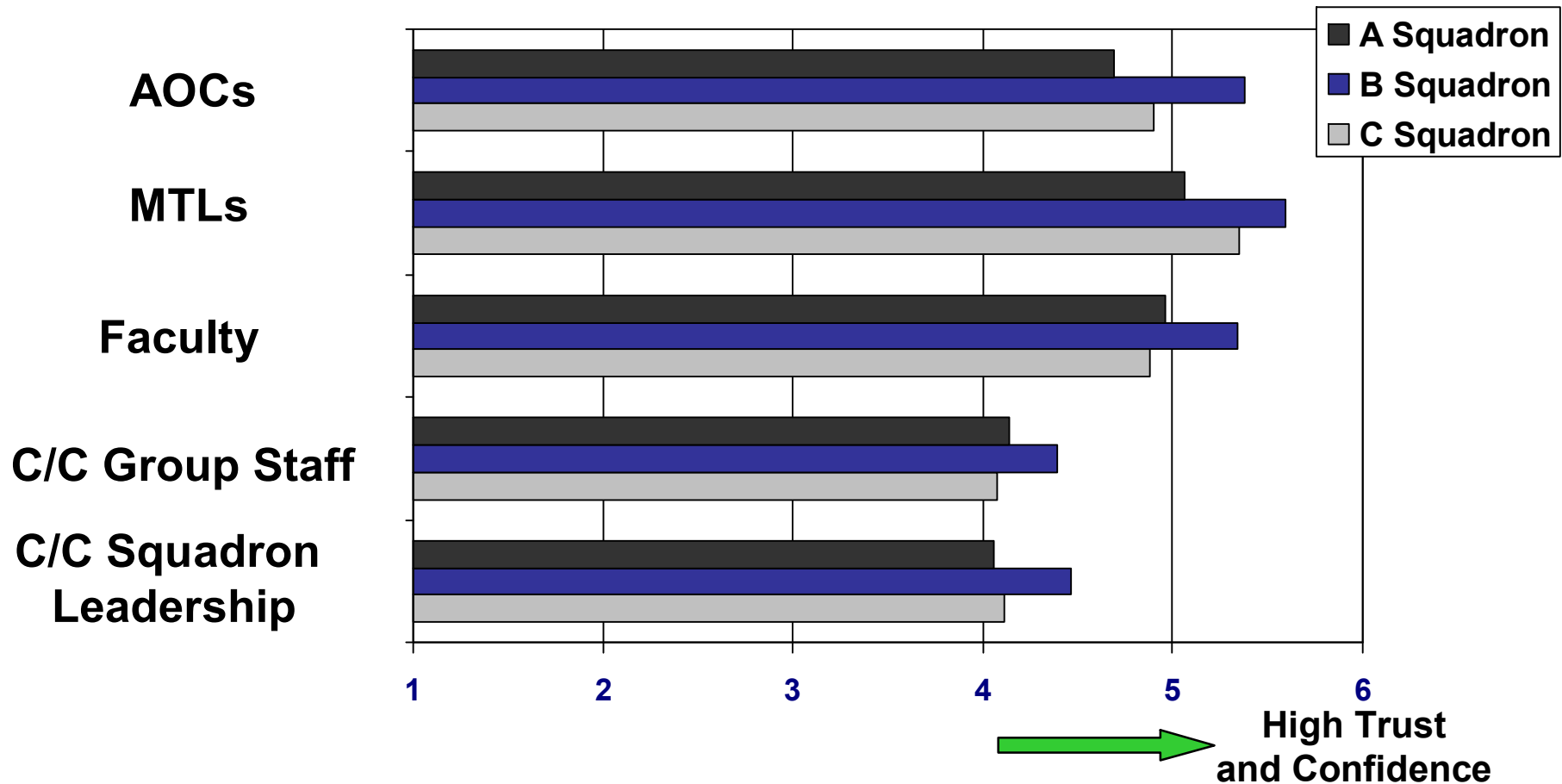
Trust and Confidence in Prep School Leadership by Gender



- Men report less trust and confidence in cadet candidate leaders



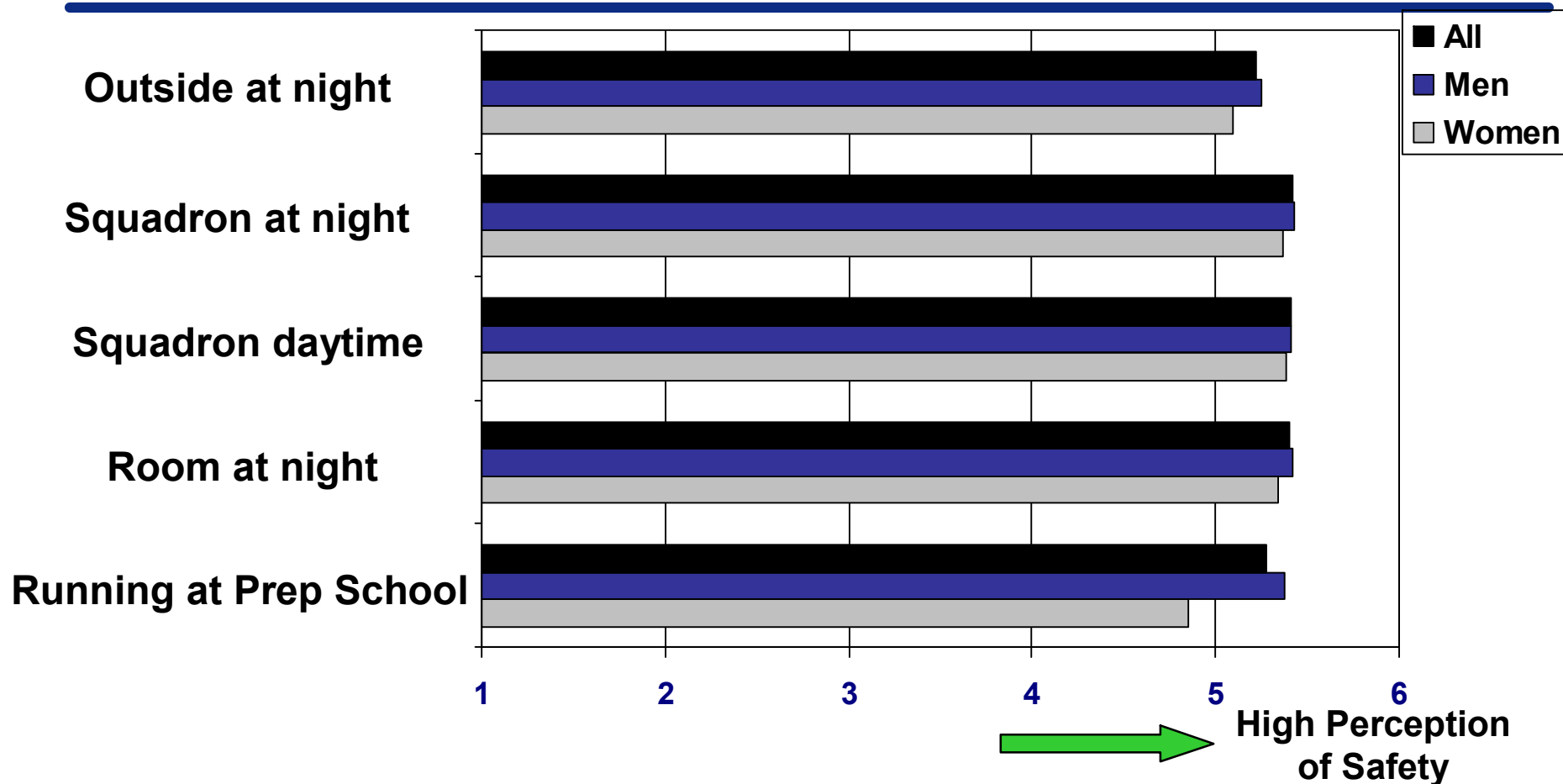
Trust and Confidence in Prep School Leadership by Squadron



- Less trust and confidence in cadet candidate leaders than in AOCs/MTLs and faculty.



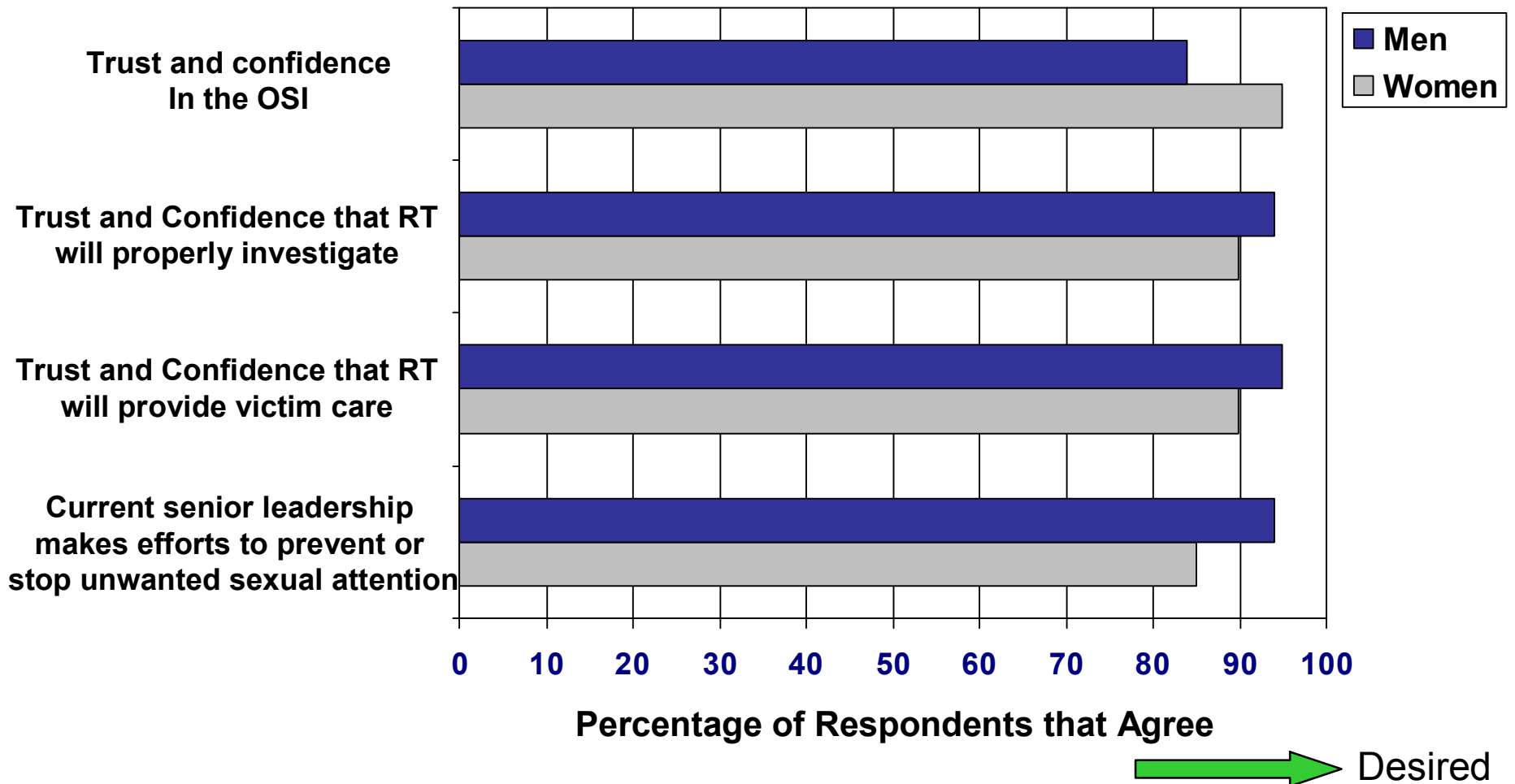
Perceptions of Safety



- Cadet candidates feel very safe at the Preparatory School
- Women are most concerned about running on Prep School grounds

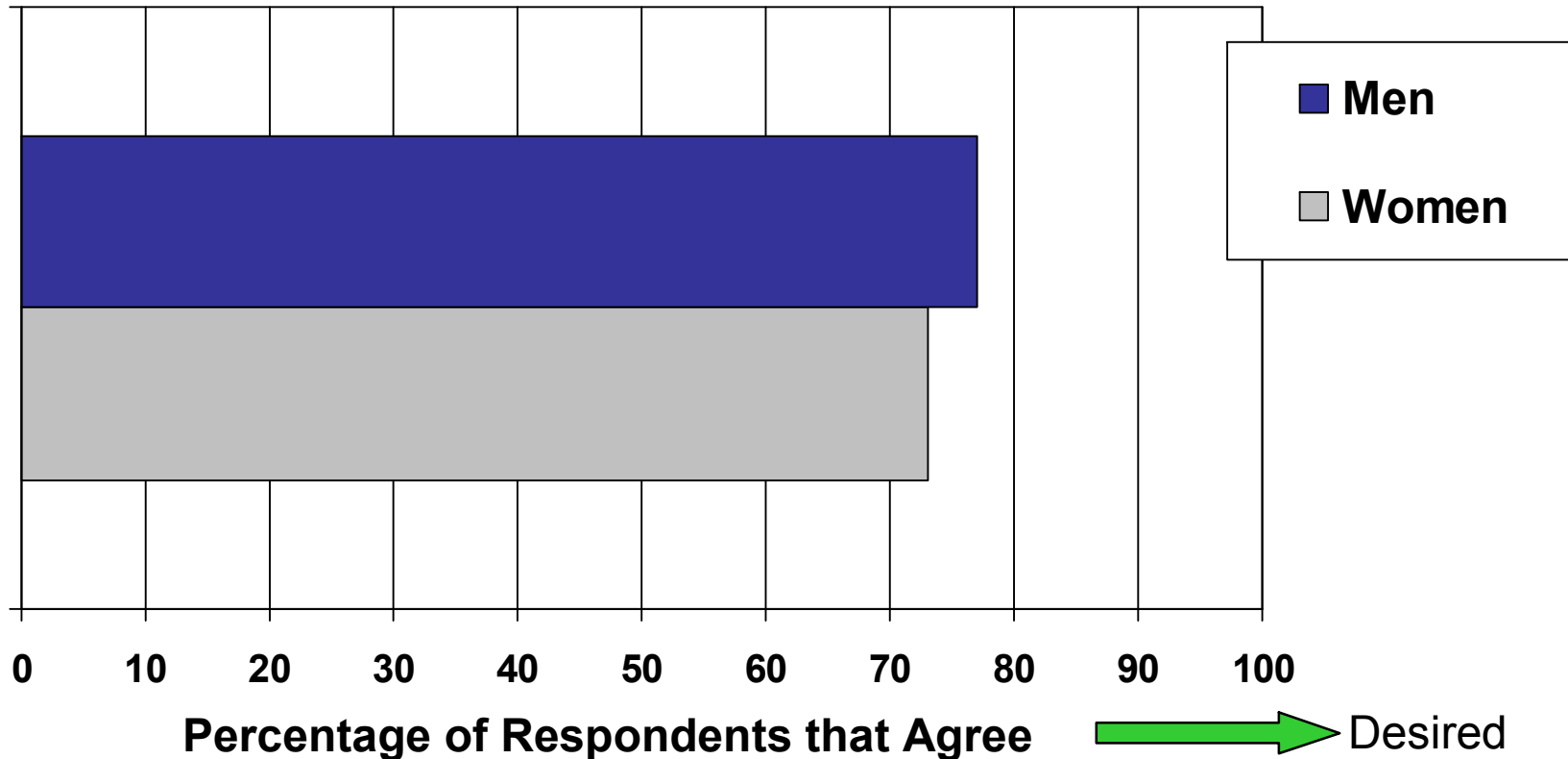


Sexual Assault Response Items by Gender





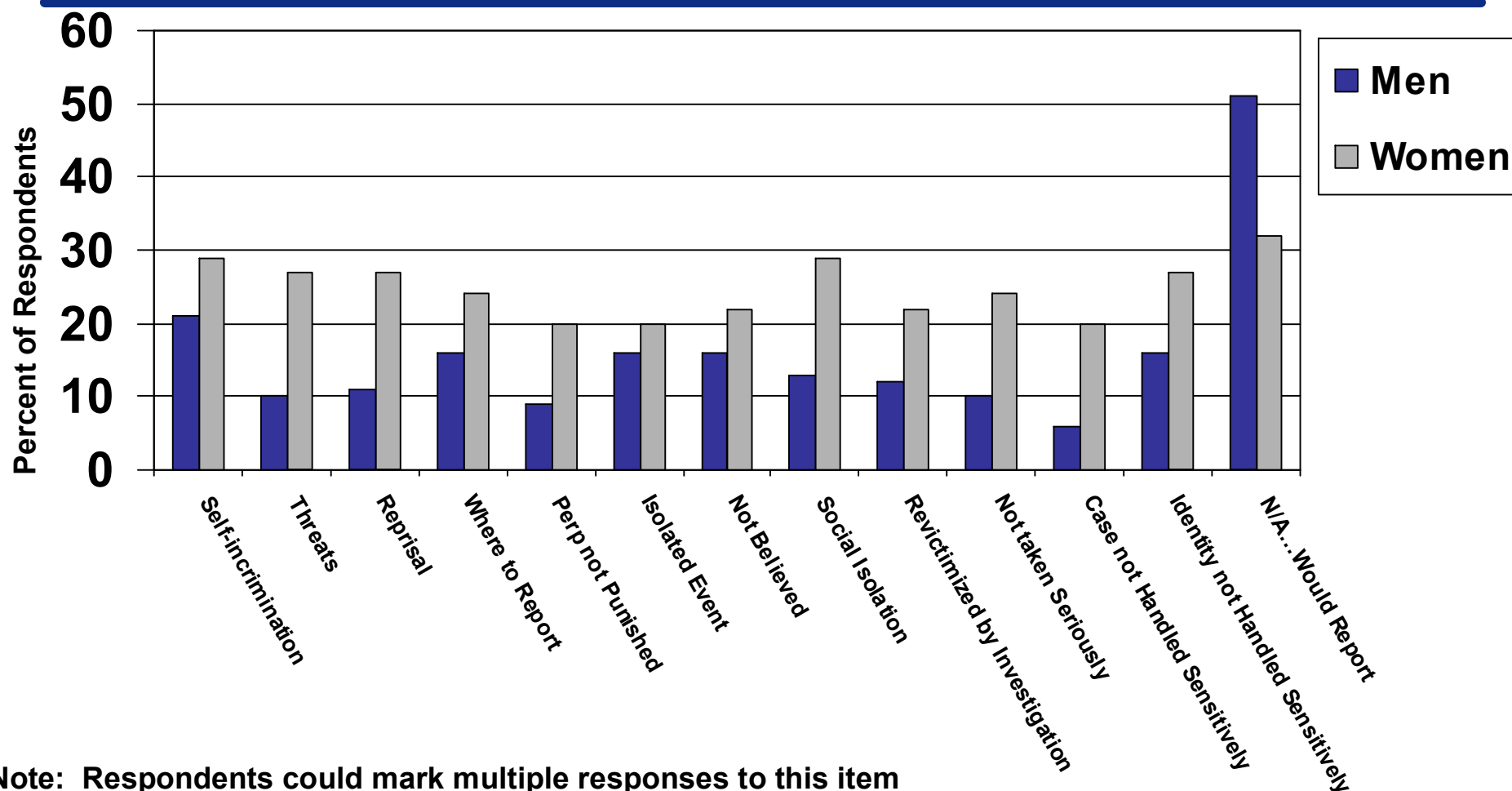
I know how to report a suspected incident of sexual assault



- 25% of cadet candidates do not know how to report a suspected incident of sexual assault



What would prevent you from reporting a sexual assault?





Conclusions and Way Ahead

- **Results of this survey indicate we have some climate-related problems**
 - **Areas of greatest concern:**
 - **Condonation/Toleration**
 - **Gender Attitudes**
 - **Racial and Sexual Jokes and Comments**
 - **Knowledge of Sexual Assault Reporting Procedures**
 - **Trust and Confidence in Responses to Sexual Assault Reports**
- **Prep School results indicate generally positive climate related to race, trust and confidence in leadership, and safety**
- **Way ahead will emphasize Superintendent's commitment to "Assess and Improve"**



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Back Up Slides Preparatory School Climate Survey



Reliability of Climate Subscales

Prep School

Subscale (Number of items)	Coefficient Alpha
Fear of Reprisal (5)	.83
Discrimination against the Majority (8)	.79
Gender (6)	.75
Intercollegiate Status (6)	.68
Race (6)	.64
Trust in Leadership (11)	.90
Safety (8)	.92
Trust Sexual Assault Respondents (4)	.78



Alcohol-related behavior and outcomes (Prep School)

Comparison Groups

Alcohol Item	All	M	F	<21	>21
Drank alcohol since arrival at Prep School	15	18	5	12	48
*Consumed alcohol in last 30 days	94	93	100	91	100
*Have negatively impacted someone due to drinking behavior	3	3	0	5	0
Have been negatively impacted by drinking behavior of other cadet candidates	7	7	5	7	0
Observed others being negatively impacted by drinking behavior of other cadet candidates	14	14	13	15	0

Percent of Respondents

***Note: Percentages for these items reflect percent of cadet candidates who say they have drank alcohol since their arrival at the Prep School.**



What would prevent you from reporting a sexual assault?...Prep School

Comparison Groups

Non-Reporting Reason	All	M	F
Revealing incriminating info	23	21	29
Threats from perpetrator	13	10	27
Feared reprisal from perpetrator	14	11	27
Unsure how/where to report	18	16	24
Not believing perp would be punished	11	9	20
Isolated incident, won't be repeated	16	16	20
No one would believe you over perp	17	16	22
Re-victimized by social isolation	16	13	29
Re-victimized by criminal investigation	14	12	22
Report not taken seriously	12	10	24
Response team won't handle case sensitively	8	6	20
Identity not handled sensitively by response team	18	16	27
N/A...Would report the incident	48	51	32

Percent of Respondents

Note: Respondents could select multiple responses to this item.